



IN TOUCH

Newsletter by Employees, for Employees of the American Printing House for the Blind, Inc.

September/October 2006

APH Wellness Program: Building a healthier workforce and a safer environment

Nancy Lacewell, *Public Affairs*

In an effort to improve the health and well-being of the APH workforce, President **Tuck Tinsley** kicked off the APH Wellness Program on August 30th. All employees attended a meeting in the Kentucky School for the Blind auditorium, followed by lunch at APH to celebrate one year without a lost-day accident.

Designed to focus on activities to create a healthier workplace, the APH Wellness Program consists of six components: safety, fitness, nutrition/weight control, drug policy, smoking, and health profiles. "In addition to improving employee health, we need to address the risk factors that result in high healthcare costs," said Tinsley. Accepting the company's responsibility, Tinsley continued, "Any conscientious company should guarantee clean air and a drug-free environment for its employees – and APH is committed to doing just that."

A Wellness Committee began meeting in early May 2006, and will continue to monitor the Wellness program. Committee members are: **Norma Fletcher** (Human Resources), **Brown Carr** (CTS), **Theresa Close** (Accounting), **Monica Coffey** (Accessible Tests), **Ron Gadson** (Maintenance), **Rita Mudd** (Braille), **Tristan Pierce** (Research), **Angie Schulte** (Human Resources), **Arthur Vaughn** (Human Resources), **Johnny Zininger** (Maintenance).



Voted the most spirited corporate team in the 4th Annual Stampede for VIPS included: (back row, l-r) **Debbie O'Connell** (Resource Services), **Burt Boyer** (Research), **Anne Rich** (Museum), **President Tuck Tinsley**, **Vurah Berry** (Educational Aids), **Angie Schulte** (Human Resources), **Phyllis Williams** (Cost/Inventory), **Becky Snider** (Public Affairs) and daughter **Emily**, **Sandi Baker** (Field Services), **Jeanette Wicker** (Research) and daughter **Nicole Cooper** (not pictured); (front row, l-r) **Gary Mudd** (Public Affairs) and **Denver**, team "captain" **Tristan Pierce** (Research), and **Monica Vaught** (Research).

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APH Wellness Program (Continued from Page 1)

Employees who have questions or suggestions regarding the APH Wellness Program should contact one of the Wellness Committee members or a member of APH management



Safety

To ensure the safety and convenience of disabled staff and visitors, the front and side parking lots are being redesigned. Staff with accessible parking tags will be assigned a permanent space. One space will be reserved for disabled visitors, with additional accessible spaces added as needed.

Visitor parking spaces will be moved closer to the building, and part-time workers will park in the State Street lot. Of course, everyone is welcome to find street parking in appropriate areas as available.

The original spot reserved for volunteers will remain next to the front ramp stairs with three visitor spaces provided just to the left.

On the right four parking spaces are reserved for the disabled – allowing employees to park nearest the ramp entrances. Additional parking for disabled visitors will be marked. Two additional spots for disabled workers are next to the building near the cafeteria entrance.

TARC 3 van drivers will be reminded of the appropriate place to pick up staff. They will also be asked not to idle their motors while waiting – which not only pollutes the air but creates loud noise prohibiting employees and visitors who are blind or visually impaired from receiving audio cues from their surroundings.

Fitness

APH is exploring opportunities to support and facilitate employee



fitness. Small groups of employees are walking during work breaks, and about 20 employees recently participated in the Texas Roadhouse Stampede for VIPS (Visually Impaired Preschool Services), which raises money for visually impaired kids and their families.



Nutrition/Weight Control

Weight Watchers at Work kicked off at APH on August 23rd, and about 30 employees enrolled. Two groups of 15 staff will meet weekly to share their experience and offer each other support. APH is offering payroll deductions of the Weight Watchers' fee to enrolled participants.

Additional classes will be offered every 12 weeks. Also, employee meals – including celebrations for an accumulation of consecutive days without accidents – will consist of healthy food. And **Lucy Perry** is adding a wider selection of fresh food in the cafeteria.

Smoking

Tinsley announced that – armed with much data regarding the harmful effects of smoking on health and prompted by Kentucky



Governor Ernie Fletcher's recently signed order designating thousands of state buildings smoke free – APH will become a smoke free facility on January 1, 2007. At that time, no smoking will be allowed in APH buildings, on APH grounds, or in cars on APH grounds. Moving toward that goal, on October 2 the smoking room (located in the basement of the manufacturing facility) will be closed to smokers. It will then be cleaned, painted, and designated for other use.

APH Wellness Program (Continued from Page 2)

To help employees who want to stop smoking, APH launched a program called Kick Butt. Using the Coopers Clayton Program, which runs for about 13 weeks, smokers who want to quit will be offered education, training, and financial assistance to reach this goal. Program participants will meet for one hour each week with a trained facilitator to gather helpful information, share their experiences, and offer solutions for dealing with nicotine withdrawal.

Drug Policy

Operating under the principle that all employees deserve to work in a drug-free environment, APH will implement a drug policy beginning on October 1 this year. The policy – including a list of prohibited items, an enforcement plan, and violation penalties – will be thoroughly explained to all employees in meetings during September. Each employee will be given a written copy of the entire policy and will be required to sign it indicating that they have read the policy and agree to abide by it.

Components of the drug policy include:


- applicants selected for hire will be offered employment on the condition that they pass a drug/alcohol screening test, and
- drug/alcohol testing will be required by employees when they are involved in an on-the-job accident requiring treatment from a physician, when returning from extended leave (more than 15 days), and if found to be in possession of prohibited items.

Health Profile

The purpose of this activity – which is still being developed – is to encourage employees to become more actively involved in their own health care decisions. A qualified medical professional will work with each individual employee to develop a health profile, explore ways to address areas of concern, and set goals for improvement. Staff will learn more about these health profiles in the weeks and months to come.



A positive step forward

“I know that some of these changes will be difficult for staff,” said Chairman of the APH Board of Trustees **Jim Lintner**, “but they are important to the health of each employee and the health of the company as a whole. The Board of Trustees fully supports these efforts toward wellness at APH. We are committed to establishing and maintaining a healthy work environment and to encouraging and enabling our employees to take personal responsibility for their own health care, as well as important steps to improve their well-being.” 

“It’s amazing how much crisper the general experience of life becomes when your body is given a chance to develop a little strength.”

--Frank Duff, A Coder in Courierland

"Sail Away" to Annual Meeting 2006

Becki Moody, *Communications*

"Adjusting the Sails" is the theme for the 138th APH Annual Meeting of the Ex Officio Trustees and special guests. This will be an exciting event as we welcome keynote speaker **Tom Sullivan** and guest speaker **Michael Hingson**, participate in favorite activities from previous years, and introduce some new experiences. It's all happening at the Marriott Hotel Downtown on October 12-14, 2006.

In addition to being a popular motivational speaker, Tom Sullivan is a singer, writer, actor, and producer. He has been a special correspondent for ABC's *Good Morning America*, and is also an excellent golfer, marathon runner, snow skier, and an Olympic class wrestler.

Michael Hingson and his guide dog Roselle have become representatives of the strength of the human/animal bond as they share the story of their escape from the World Trade Center on September 11, 2001. We are honored to have them with us this year.

Highlights of Annual Meeting

Attendees will learn about new and upcoming products, check out poster sessions on a variety of APH projects, try out new products in the Product Showcase, and learn about updates from the field.

We will also take the opportunity to celebrate **Dr. Arnall Patz** and **Anne Sullivan Macy**, two new inductees into the Hall of Fame for Leaders and Legends of the Blindness Field, housed here at APH.

A number of artists and their families travel to Louisville each year to attend the awards banquet held in their honor. Professional awards to be

bestowed by APH include the Creative Use of Braille Award; the Zickel Award presented to the "inventor" of an APH product; and APH's highest honor, the Wings of Freedom Award.



Tom Sullivan

History of Annual Meeting

The federal Act to Promote the Education of the Blind (1879) mandates that APH host a yearly meeting of the Ex Officio Trustees, who are responsible for administering the Federal Quota funds that provide books and materials to visually impaired students within their states. Ex Officio Trustees purchase a large percentage of our products and serve as advisors to APH by recommending new products and policies.

Contact Your Supervisor if You Wish to Participate

Many employees at APH are involved in preparations for Annual Meeting both at APH and at the Marriott. Jobs may include stuffing packets, transporting materials, or registering Annual Meeting guests. If you would like to be involved, check with your supervisor to find out how you can participate.

Featured Employee: Becky Snider



Ari Bildner, Public Affairs

Most folks around APH know this month's featured employee, **Becky Snider**, as the "backbone" of the often-hectic Public Affairs Department.

An Ohio native, Becky grew up outside Cleveland with an older brother and younger sister. She was involved with the Girl Scouts for many years, and Becky still tries to live each day by the Girl Scout motto; "Kind in thought, word, and deed." Everyone who works with Becky knows that those words describe her character perfectly.

Becky has always worked in and around educational institutions, having shared her energy and talents at both Arkansas State University and the University of Louisville. Immediately prior to joining APH 5 years ago, Becky worked in the Oldham County school system as a special education teacher – a job that gave her great respect for the teaching profession. She taught students with disabilities ranging from autism to brain tumors in a school system continually short of special education teachers.

Becky's position with APH as Public Affairs administrative assistant integrates her past work experiences in both administration and teaching. She is responsible for scheduling and guiding tours,

compiling reports, assisting with Washington, D.C. and other travel, writing articles for *In Touch*, making materials accessible, and performing

numerous "other duties as described." Becky is also working on her literary braille certification – "a slow process," said Becky – in light of all her other responsibilities. The best part of Becky's day is, "going home at the end of each day knowing that someone, somewhere has benefited" from the many duties she performs.



Becky Snider (l) with son **Jake**, daughter **Emily**, and husband **Glendon**.

As the clues in the last newsletter illustrate, Becky has an undeniable adventurous streak. She trained for a bike tour of Europe (that never happened) by riding her bike to work every day – 20 miles round-trip. She recently enjoyed a wild whitewater rafting trip while vacationing in West Virginia with family. In her quieter moments, Becky participates in a local book club and plays piano.



Becky Snider working with her bees.

Fascinated by bees since she was a young girl, Becky became an apiarist – commonly known as a beekeeper – three years ago. Her primary motivation was to produce honey for medicinal and nutritional purposes. "It is said that a teaspoon of honey each day can help alleviate airborne allergies as

Featured Employee...(Continued from Page 5)

well as an allergy shot each day,” said Becky. She began her apiary adventure with six pounds of bees delivered by mail, and now operates two hives – each containing about 60,000 bees (although Becky is not willing to take a head count). Becky finds that working with bees is a very calming pastime, in spite of the fact that she has been stung at least five times – so far.

These eclectic interests don’t keep Becky from spending time with her two children and husband **Glendon**, whom she met through a mutual interest in astrology (he used an astrology-themed opening line when they met in Boulder, Colorado). Son **Jake**, 18, is attending the University of Louisville and working at UPS. Daughter **Emily**, 16, is a junior at South Oldham High School, an avid softball player, and a reluctant driver.

“Becky is a joy to work with,” said **Gary Mudd**, Vice President of Public Affairs. “She has a genuinely positive attitude toward every task that comes her way. Becky always goes the extra mile, welcoming such challenges as learning braille and turning the ‘misbehaving kid’ on the tour into a willing learner before the end of the visit. She is always a professional and an excellent role model for others.”

First to guess that Becky Snider would be this issue’s featured employee were: **Dena Garrett** (ATIC), **Rhonda Carlton** (CTS), and **Sandi Baker** (Field Services). **APH**

NEXT ISSUE APH Featured Employee

Who is this? Some “helpful” clues...

- He has driven or ridden more than 600,000 miles in his lifetime, yet received only 1 speeding ticket.
- He was already working for APH when Tuck Tinsley became its president.
- Although he was an avid chess player until the age of 20, he has not played in 10 years.
- He really enjoys looking at the stars.
- He is a second generation APH worker.



Be first to call us if you know who this is. Becky – ext. 356, or Nancy – ext. 339.

APH Callahan Museum Upcoming Saturday Events and Activities

Mike Hudson, Museum

October 21, 2006: Halloween Mask Workshop

It's going to be a scary fun time at the Callahan Museum as we let our imaginations soar at the craft table. Using tactile materials, staff will guide participants of all ages and abilities as they make a scary or silly Halloween mask or headdress. The workshop is free to the public but space is limited. Registration is required. Saturday, October 21 from 10 a.m. to noon. Call 899-2365 by October 18 to register.

November 18, 2006: Talking Book 75th Anniversary Celebration

2006 marks the 75th anniversary of the creation of the National Library Service for the Blind. APH issued its first "talking book" for the NLS in 1937. Join the staff of the Printing House, narrators from other regional talking book producers, and area volunteers as we recreate that first classic talkie, *Gulliver's Travels*, in a marathon all-day recording session. The original recording studio in the rear wing of the company's 1883 building will be put back in service once more for this historic event. Volunteers to help read are welcomed! Call 899-2365 to register.

November 25, 2006: Family Day Open House

Visit the American Printing House for the Blind's Callahan Museum for hands-on fun. Visitors can write their names in braille, see the book of *Psalms* from Helen Keller's *Bible*, play a computer game designed for children who are blind, and enjoy other activities in this award-winning museum. 10:00 AM-3:00 PM.

See *Denver the Guide Dog*, a video about how a puppy becomes a confident, capable dog guide and is matched with a new owner. This video was produced by the Discovery Channel's *Animal Planet* network and taped, in part, at APH. Showings at 11:00 a.m. and 1:00 p.m.

No reservations needed. Receive your choice of a free poster or a holiday card featuring a design by a visually impaired artist.



Two young visitors to a Saturday workshop at APH enjoyed working our tactile U.S. Puzzle Map.



Museum Director **Mike Hudson** and Albuquerque storyteller **Kathy Claus** at a "Bards & Storytellers" program at the Callahan Museum in May. The series, which featured Claus, fiddler **Michael Cleveland**, and songwriter **Turley Richards**, focused on entertainment as an historical source of independence.



BULLETIN BOARD

Welcome new employee!

Bill Freeman

(Research). We're glad you joined APH!



Brenna White

(Public Affairs), Callahan Museum clerical assistant, stands next to a portrait of John Owen Green painted by the 19th century artist George W. Morrison. The exhibit "George Morrison (1820-1893): New Albany's Portrait Painter," curated by White, was on display at the Carnegie Center for Art and History in

downtown New Albany, Indiana from July 14 -Aug. 26, 2006. The exhibit fulfills part of the requirement for White's M.A. Thesis in the Critical and Curatorial Studies Program at UofL. She will graduate in December 2006.

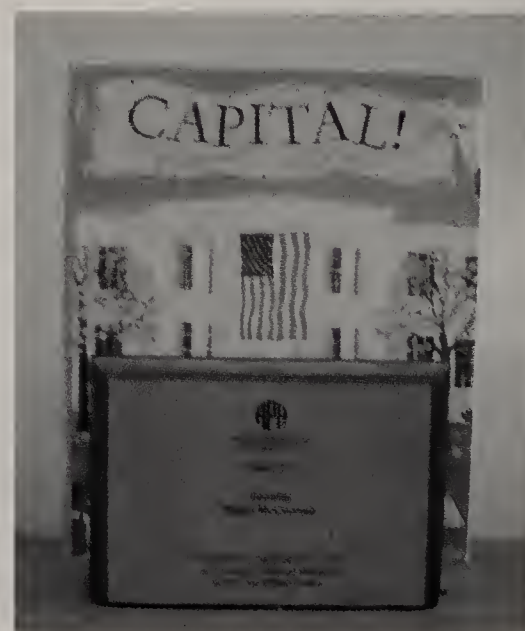
Martha Coy

(Housekeeping) is proud of her adorable great grandchildren.

Gavin (5 months) and **Alexia** (2 1/2 years) live in Lexington, Ky.



Gary Mudd (I), APH Vice President of Public Affairs, recently presented an award to **Congressman Jesse Jackson, Jr.** (D-IL) to thank him for his support for APH and blind and visually impaired students. The award consisted of a copy of the print/braille book, *Capital! Washington D.C. from A to Z*, which is produced at APH, presented in a wooden bookstand with a plaque on the front that read, "Thank you Congressman Jesse Jackson, Jr. for supporting the education of the blind and visually impaired students across the United States." The APH logo is at the top of the plaque, and Congressman Jackson's name is embossed in braille below the print, thanks to **Maxine Floden** (Braille).



BULLETIN BOARD

A Look Back at APH Annual Meeting 2005



APH Ex Officio Trustee Educational Services Advisory Committee (ESAC) members (l-r): **Karen Blankenship** (IA), **Joe Catavero** (NY), **Stuart Wittenstein**, chair (CA), and **Jean Martin** (MN).

Jayma Hawkins (l) (ATIC) discusses an exhibit with **Mila Truan** (r) (TN).



Burt Boyer (l) (Research) and **Will Evans** (r) (Advisory Services) congratulate **Bill English**, 2005 inductee into the Hall of Fame.



APH Ex Officio Trustee Educational Products Advisory Committee (EPAC) members (l-r): **Lou Tutt**, alternate (CO), **Bernadette Kappen** (PA), **Larry Brown**, chair (OR), **Tom Winton** (NC), **Jean Small** (ME), **Carol McCarroll** (TN), and **Robb Farrell** (MD).




BULLETIN BOARD

APH at the Kentucky State Fair

Anne Rich, *Museum, Public Affairs*



A group of children who had visited APH the week before the fair stopped by the APH exhibit to write their names in braille – one more time!

for the museum to share information about the American Printing House for the Blind and to promote our free factory and museum tours. **Mike Hudson**, Museum Director, reported that 983 people visited the exhibit, which was staffed by Mike, myself, and the following APHers: **Tony Grantz** (Business Development) and **Ryann Chilton**, **Becky Snider**, and **Roberta Williams** (Public Affairs)—thanks for everyone's help and participation. 

Visitors of all ages enjoyed writing their names in braille at this year's Kentucky State Fair, courtesy of the Callahan Museum. The museum's "War of the Dots" exhibit was displayed in the South Wing's Health Horizons exhibit area, just around the corner from the vision screening tables of the Kentucky Lions Eye Foundation, which had invited the museum to participate near their booth.


A Perkins Braille provided an educational hands-on activity that attracted lots of folks as they strolled through the area, most of whom hadn't an inkling of how the braille code works, much less how to operate the device that looks like "a typewriter of some sort."

Participating in the fair provided another opportunity

Customer Comments

Rosanne Broome, *Customer Relations*

Customer Relations (CR) received a call recently from a teacher on the west coast who was working with a lady who is deaf-blind. This lady used an old braille calculator for her work, but it was broken beyond repair and no longer being made. Since the job being done required a calculator, the teacher was searching for a substitute but was afraid of an electronic notetaker because the client would have to learn all sorts of commands.

CR suggested a specific notetaker and wrote out a list of commands that, when entered into the unit, automatically place it in the calculator mode when turned on. The teacher wrote back to APH several weeks later to report that the lady had adapted successfully to this new piece of equipment and is able to continue working at her job. 



APH to Celebrate 150th Anniversary in 2008

Nancy Lacewell, Public Affairs



A tour group leans in to get a better view in the bindery, August 1951. When the manufacturing annex was built in 1947, the bindery moved against the east wall, on the side facing the Kentucky School for the Blind. Few original walls of that structure still stand – most were removed when the annex was expanded in the 1960s.

at APH and why we are so passionate about our mission,” said **Gary Mudd**, Vice President of Public Affairs.

Public Affairs Department staff has begun preliminary planning for a series of events, special projects, and commemorative materials that will be bound together by a common theme. A proposal for funding from the APH endowment was submitted to the Board of Trustees in September. Based on the decisions they reached, specific plans will be finalized during the next few months, and throughout 2007 detailed planning and preparation will take place.

Since there will be numerous events and special projects during 2008, all APH employees will have opportunities to join in the planning and implementation in some way. By early 2007, a calendar of activities for our anniversary year will be presented to staff.

Tuck Tinsley said, “It is a very small percentage of companies that thrive for over 150 years. It says a lot about the dedication of our employees, partners, and supporters that APH will celebrate this incredible milestone in 2008. It will truly be an exciting year for all of us.” **APH**

A little over one year from now – in 2008 – APH will celebrate it’s 150th

anniversary. It was in 1858 that the Kentucky General Assembly passed an act to establish the American Printing House for the Blind in Louisville.

APH management and the Board of Trustees want to celebrate this significant milestone in the history of the company by highlighting our accomplishments over the past century and a half, thanking our supporters, customers, and employees, and renewing our commitment to serve people who are blind and visually impaired for many years to come.

“Our 150th anniversary will give us a tremendous opportunity to connect with our community and let them know what we do here

BIRTHDAYS!

September

1 Lonnie Carnes
1 Michael Hardin
1 Lee Wickenheiser
4 George Williams
5 Tim Mackison
6 Silver Bryant
10 Brian Dougherty
11 Megan Burnett
15 Jill Fox
16 Rhonda Schaefer
16 Perry Garner
19 Bill Beavin
20 Valerie Cox
23 Debbie Timmel

23 Bettie Cox
24 Erin Johnson
25 Terri Coleman
27 Gary Mudd
27 Butch Hoover
27 Kathy Smiddy
30 Terri Gilmore
30 Robert Steffen

October

2 Patty Raley
3 Darlene Jones
8 Saramma George
10 Glenda Powell
14 Tom Poppe
14 John Polk
15 Ralph Bartley
15 Jack Decker
15 Becky Snider
16 Rita Hayes
18 Jim Hill
18 Debbie Allgood
18 Loretta Devore
19 BJ Weatherford

19 Danielle Boone
19 Javon Ashford
20 Judy Franke
21 Sandi Baker
22 Lynn Smith
25 Ronald O'Bannon
25 Linda Hill
27 Teresa Davis
28 Rob Meredith
28 Ron Gadson
29 Vurah Berry

November

2 Maxine Floden
2 Jerry Pardue
2 Bettye Barnes
3 Darrell Buford
6 Tiva Frank
11 Monica Thurston
14 Joanie O'Brien
14 Leo Logsdon
15 Sheila Lambert
15 Carol Roderick
16 Margie White
16 Jack Fox

18 Artina Paris-Jones
19 BJ Reece
22 Gayle Pryor
24 Lou Tingle
27 Terrence Nord
27 Rosanne Hoffmann
27 Fred Otto
28 Elaine Kitchel
30 Rodger Smith



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